

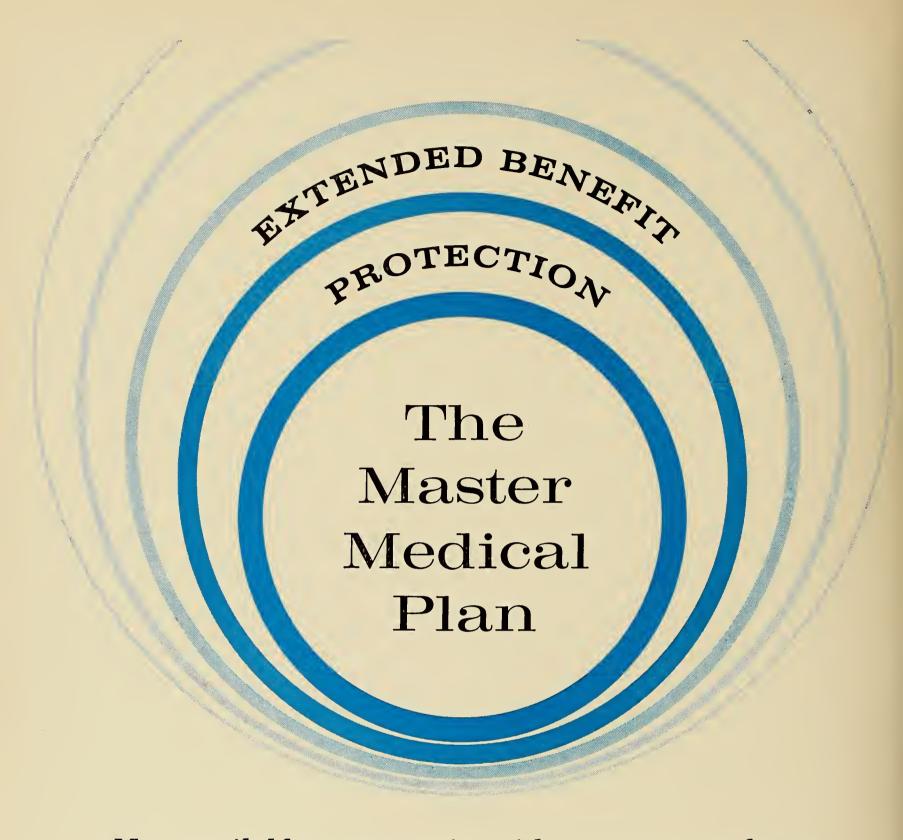
MASSACHUSETTS STATE LABOR COUNCIL AFL-CIO





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1963-1964

Massachusetts State Labor Council AFL-CIO



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Unite! Against the Common Enemies



"LABOR FACIS"



FROM THE ASHES OF THIS FIRE ROSE A GREAT PUBLIC INDIGNATION OVER "SWEAT SHOPS" AND THE BEGINNING OF A MOVEMENT TOWARD TO-DAY'S MODERN LABOR STANDARDS PROTECTING THE HEALTH AND SAFETY OF WORKERS!

PRESIDENT J. WILLIAM BELANGER

Keynote

(Excerpts from President Belanger's address to the Sixth Annual Convention of the Massachusetts State Labor Council.)

AUTOMATION IS RESPONSIBLE

"The big problem we still face is that national productivity continues to rise while jobs continue to decline. Automation is mainly responsible for both."

Using the Massachusetts economy as an example, he pointed out that past complaints that the Bay States has a bad industrial climate have been dissipated.

"I suppose this is due to the fact that the Massachusetts personal income is above national average," he said, "we rank seventh among the states. Retail trade has been zooming to an all-time high. Deposits in our banks are also at an all-time high --just under \$7 billion. New car registration are up 15 percent for the first six months over last year Construction is having a good year. For the first seven months, permits amounted to \$442 million higher than last year. Our manufacturers plan to spend 12 percent more than last year for new plants and equipment. This represent 100 major projects. This past year, 2,000 new businesses were incorporated. And Massachusetts holds a prominent place in the nation's defense program. We rank third in the nation with prime government contracts totaling \$1,360,000."

While all this sounds good on the surface, he said, "gnawing underneath is the loss of manufacturing jobs — in fact, 27,000 fewer jobs than in 1962... This past year, 7,600 electrical jobs were eliminated — followed by textiles, rubber and leather. These are

danger signals."

Because of this continuing paradox in the American economy, the work of organized labor is only beginning, Belanger said.

"We will continue to work for the shorter work week in all industries. We will continue to work for a more adequate and comprehensive system of unemployment insurance, both at the federal and at the state level — a system that will provide benefits for the sick and those unemployed due to a labor dispute. We will continue to work for Medical Care for the Aged through Social Security. We must continue to work for better facilities to provide our youth more opportunity for higher education. We must continue to urge adoption of a tax system based on ability to pay. We must continue to fight for a full guarantee of civil rights for all Americans, regardless of race, color or creed. We must continue to



urge support of all legislation designed to protect the consumer. In short, we must continue the fight to make our State and Nation socially and economically better places in which to live and raise our families.''

Estimating that 22 million jobs will be lost through automation by 1970, he stressed that 35,000 new jobs will have to be create each week to take care of the displaced workers and to absorb the one and a half million new workers entering the labor force each year.

"We will have to re-examine our way of life to meet the big challenge. For instance, it is reported today that we have 7 million totally and partially unemployed. Yet, we have more than 15 million Americans regularly working overtime - and more than 10 million of them receive no overtime pay, as they are exempted from Wage and Hour Laws. Three and a half million American hold more than one job — working an average of 12 hours on the second job. By eliminating these two conditions, we could create millions of jobs for our unemployed.

"Next, the 35-hour week with no reduction in pay and double time for overtime to discourage it, would add two million more

to payrolls.

"Coupled with this, of course, will be to adjust to the new way of life. Yes — adjust ourselves to more leisure time — shorter hours of work - longer vacations - more holidays — earlier retirement with adequate Social Security benefits. We will have more schools — and a better quality of education to prevent school dropouts. This is the program for the years ahead. If we favor progress -- we should make progress become a blessing, not a curse. If we favor the machine — we shall have to make the machine work for man — to achieve full employment, prosperity and peace of mind."

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JAMES P. LOUGHLIN, Secretary-Treasurer

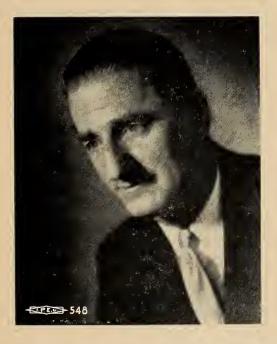
"I would say that, considering the amazingly rapid progress labor was able to make in the twenties and the early thirties when the great majority of working men and women were unorganized, there is no reason why labor, with its present strength and the prestige it enjoys, cannot today achieve the objectives it seeks."

JOHN A. CALLAHAN, Executive Vice President and Commissioner of Labor and Industries

'Ever mindful of the duties and the obligations incumbent upon me as the Commissioner, I have endeavored to interpret and enforce the laws in a fair and equitable manner, striving at all times to assist labor and industry currently in our State and to encourage others to take advantage of the many opportunities that Massachusetts has to offer...

"Massachusetts has long been recognized as a leader in progressive and liberal legislation. We in the Department of Labor & Industries and in this great labor movement of ours must do all we can to help Massachusetts maintain and retain its position as one of the leading industrial states of our Nation."





RICHARD B. O'KEEFE, Executive Vice President

"Perhaps one of the most significant moves by organized labor this year was the effective presentations made at the hearings on several sales tax proposals.

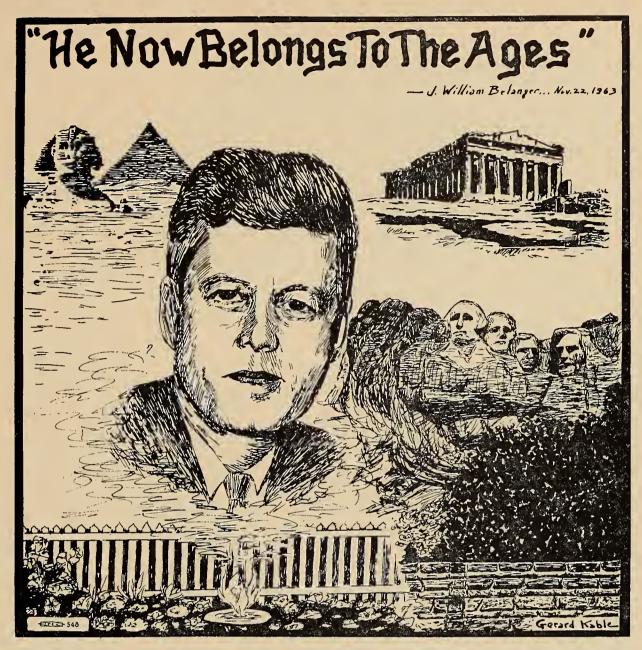
"Representatives of labor, from throughout the Commonwealth reiterated the position of the Massachusetts State Labor Council in reference to the sales tax in terms that left no doubt whatsoever in the minds of the legislators that labor would fight any attempt to enact the sales tax with the same intensity that prevailed in the sales tax battles during previous administrations."

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Reprinted From Fall Issue of Newsletter

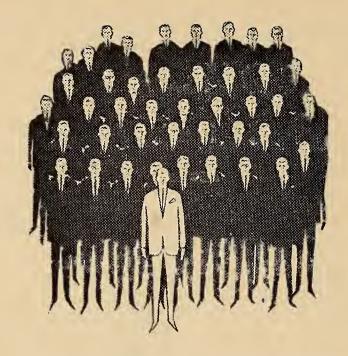
"The brutal assassination of President John F. Kennedy came as an overwhelming shock to the American people. Now, as the sense of shock wears off, all of our people are asking, 'How? Why was such a thing possible in a civilized society?'

"America and the world await an answer. Only through such an answer, complete and beyond dispute, can the American system of justice retain the confidence of the people and its good name throughout the world...

"Hatred is a clear and present threat to America society, for hatred is the antithesis of democracy. Hatred murders reason as well as men; and without reason, no free society can survive.

"Let us pray that the tragedy which hatred has visited upon our land will awaken the people to this peril of their own making, and touch the hearts of those whom hatred has corrupted."

—AFL-CIO EXECUTIVE COUNCIL



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THE NEW PRESIDENT SPEAKS

Reprinted From Fall Issue of Newsletter

"All I have I would have given gladly not to be standing here today."

These words, opening President Lyndon B. Johnson's address before a joint session of the Congress on November 27, 1963, could have been spoken with the same eloquence and sincerity by every decent American citizen. And the next words uttered by the new President of the United States rekindled the spark that had been extinguished by the assassin's bullet in the hearts of the American people.

"No words are sad enough to express our sense of loss," President Johnson said. "No words are strong enough to express our determination to continue the forward thrust of America that he began.

"The dream of conquering the vastness of space—the dream of partnership across the Atlantic—and across the Pacific as well—the dream of a Peace Corps in less developed Nations—the dream of education for our children—the dream of jobs for all who seek them and need them—the dream of care for our elderly—the dream of an all-out attack on mental illness—and above all, the dream of equal rights for all Americans, whatever their race or color—these and other American dreams have been vitalized by his drive and by his dedication.

"Now the ideas and ideals which he so nobly represented must and will be translated into effective action."

President Johnson was asking for the kind of support pledged him by Massachusetts labor.

"An assassin's bullet," he said, "has thrust upon me the awesome burden of the Presidency. I am here today to say, I need your help; I cannot bear this burden alone. I need the help of all Americans, and all America. This Nation has experienced a profound shock and in this critical moment it is our duty—yours and mine—as the Government of the United States—to do away with uncertainty and to show that we are capable of decisive action—that from the brutal loss of our leader we will derive not weakness but strength—that we can and will act and act now."

Recalling the words of the late President that our national work would not be finished "in the first thousand days, nor in the life of this Administration, nor perhaps in our lifetime on this planet"—but that at least "let us begin," President Johnson addressed himself to the whole nation and said: "Let us continue."

"This is our challenge," he said, "not to hesitate, not to pause, not to turn about and linger over this evil moment but to continue on our course so that we may fulfill the destiny history has set for us." Then pointing out that the work must start right there in Congress, he continued:

"First, no memorial oration or eulogy could more eloquently honor President Kennedy's memory than the earliest possible passage of the Civil Rights bill for which he fought so long. We have talked long enough in this country about equal rights. We have talked for 100 years or more. It



is time now to write the next chapter—and to write it in books of law. . . .

"And second, no act of ours could more fittingly continue the work of President Kennedy than the earliest passage of the Tax bill for which he fought all this long year—a bill designed to increase our national income, and Federal revenues, and to provide insurance against recession. That bill, if passed without delay, means more security for those now working, more jobs for those without them, and more incentive for our economy."

Stressing that this is no time for delay, the new President continued: "It is a time for action—strong forwardlooking action on the pending education bills to help bring the light of learning to every home and hamlet in America—strong, forward-looking action on youth employment opportunities—strong, forward-looking action on the pending foreign aid bill, making it clear that we are not forfeiting our responsibilities to the Hemisphere or to the world, nor erasing executive flexibility in the conduct of foreign affairs—and strong, prompt, and forward-looking action on the remaining appropriation bills."

Concluding his inspiring appeal to the Congress and to the Nation, President Lyndon Baines Johnson said:

"John Kennedy's death commands what his life conveyed—that America must move forward. The time has come for all Americans of all races and creeds and political beliefs to understand and respect one another. So let us put an end to the teaching and preaching of hate and evil violence. Let us turn away from the fanatics of the far left and the far right, from the apostles of bitterness and bigotry, from those defiant of law, and those who pour venom into our nation's bloodstream.

"I profoundly hope that the tragedy and torment of these terrible days will bind us together in new fellowship, making us one people in our sorrow. Let us here highly resolve that John Fitzgerald Kennedy did not live—or die—in vain."

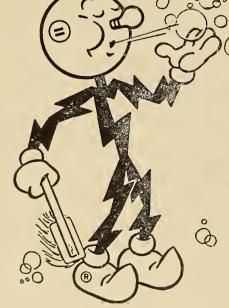






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SENATOR EDWARD M. KENNEDY

(Excerpts from speech delivered at Sixth Annual Convention of the Mass. State Labor Council, AFL-CIO — October 18, 1963)

"I wish I could come here today and say that all our problems here in Massachusetts have been solved, that we have resolved the problem of unemployment, have taken care of the problem of job security for our workers, that we have learned how to keep up with automation.

"But you know and I know that we have a long way to go in this important area. We have made progress. There's no doubt about it...

"Yet, we have not as of now been able to get an education bill, to pass medicare, to pass a youth employment program, to amend 14B of the Taft-Hartley, and to put in effect all the programs so important to the welfare of the working people and all the people of Massachusetts.

"I know it sometimes gets discouraging to meet in conventions as you do year after year and pass resolutions in favor of these bills, to have your representatives go to Washington to testify and then not get action from the Congress. But remember, it took twenty years to get a minimum wage bill passed; it took thirty years to get adequate factory safety legislation; it took eight years to get A.R.A.; and if working people had not kept up the pressure, we would not have these bills today.

"There is today, as there has always been, a well organized group in Congress and in the Country that is opposed to progress. It will take a united effort of working people and Democrats to make sure progress takes place.

"We Democrats intend to keep fighting but we need your help. It is extremely important in the coming year that all of you in the labor movement work with us towards these goals. The forces that oppose labor unions, that oppose not only your program but your right to exist, these forces have not been at rest. We can see them now in many parts of the country gathering in strength for a major drive which, if successful, will put organized labor back some thirty years.

"The advocates of right to work, the opponents of union security, the opponents of Social Security, the opponents of medicare, the opponents of progressive income tax are now being drawn for the highest offices in this land. We cannot let this happen.

"So let us count what has been done and let us work to achieve what remains to be done. And I am sure that, working together, we can protect our gains and build the kind of communities and the kind of economy that we all desire.

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Governor Endicott Peabody

(Excerpts from speech at Sixth Annual Convention of the Massachusetts State Labor Council — October 17, 1963)

"We in Massachusetts are proud of our labor movement. You include a highly-skilled labor force with mature leaders. You have an excellent record in labor-management relations, for we have, as has already been said, one of the lowest ratios of mandays lost by labor strikes among all industrial states in the country—and we consider our labor force as one of the greatest assets of the Commonwealth, and we are proud of the skilled working men and women of Massachusetts, which makes Massachusetts a beacon for new industries looking to locate in this country. . . .

"My friends, this administration — your administration, because you put me in that office—is an administration of controversy, is an administration where, when we go out to find the answers to difficult problems, whether it be a problem you are having now in reorganizing the Department of Public Works so we can get better roads in the Commonwealth, whether it be on our highways, whether it be in getting more

jobs for the Commonwealth—in the ARA, in the MDTA program—wherever it is, if the answer lies in attacking the problem, you have a Governor who will wade into it and, with you as my right hand, we are going to find solutions to those problems.

"For many, times are good. For others, laid off because of automation, unable to obtain work because of the problems of maintaining equal opportunities for all, things are not so good. Whether we be leaders of a Democratic Party and the Governor of the Commonwealth, or whether we be leaders of labor, we have an obligation to help our brothers realize the opportunities that we have been able to realize—and with your help, labor in Massachusetts, the Democratic government in Massachusetts is going to wade into these problems and find answers to them. We will make Massachusetts the great State that it once was, the great State that it is and will be-and thank you very much for your help."

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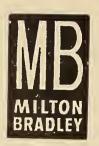
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Winning Essay

Participants in the Fifth Annual AFL-CIO Scholarship Award Contest were required to write a two-part essay, devoting equal parts to "The 35-Hour Week" and to "Labor's Stake in Foreign Trade." Following is the approximately 300-word essay written by the first-place winner.

THOMAS K. WISNOWSKI

Uxbridge High School

The 35-Hour Week

(1) The AFL - CIO has good reason to propose a 35-hour work week.

First, what can be considered the prime reason — the justification — for the adoption of this 35-hour week? I believe that basically it can be said to be good for our nation's economy through the *full utilization of the resources* of our United States labor force. Simply, *more jobs*.

What can more jobs do for our country? To answer this question, we must realize that a significant percentage of the labor force is unemployed. When I say significant, I mean that the figure itself is not large, especially in contrast to other nations. But for the United States, with our standard of living, technological achievements and resources, this figure is not necessary. It is a crime for these citizens, one of the greatest resources of the nation itself, to be out of work. This is the main idea behind the lower work week, to provide work for everyone.

If we consider that work weeks are cut from 40 hours to 35, we are provided with 5 hours, which can be used by someone else to make a living. If we take seven workers we will have 5x7 hours or another 35-hour job — another citizen who will have an opportunity to work. With this ratio of 7:1, multiplied by the number of workers in the entire country, unemployment will virtually cease to be a problem in the United States.

(2) Consider what the 35-hour work week will do for the entire work force. The workers themselves, faced with less hours, will become more efficient in the work which they do perform. With the same take-home pay, they will have more free time, more time to spend at home, to devote to community activities, recreation, and their children. Won't this be a benefit to the community, our nation, and themselves?

Also. with these people working, our economy will really feel a tremendous upsurge. We have all of these workers



TWO TOP WINNERS in State Council Scholarship Award Program shown here receiving extra awards from Local 13 of the Typographical Union after being presented with the \$500 Scholarships sponsored by the Council. Standing (left to right) are Malcolm McKinnon, Vice President of Local 13; Donald Aliferis of Lynn Classical, second place winner; Francis E. Lavigne, Council's Director of Education and Research; Thomas K. Wisnowski of Uxbridge High, first place winner; and Harold Phelps, Secretary-Treasurer of Local 13. Shown also in the picture is President J. William Belanger, who presented the Council Awards.

previously unemployed now bringing home pay checks to their families. They will spend their money for food, clothing (and so forth, creating *more* needs and hence *more jobs* to provide them.

It will essentially be a wonderful cycle, spearheading a rise in our nation's strength. It will be a boon to the *rest of the country* as well as to the worker himself.

(3) Going along with the problem of unemployment being eliminated, *improved technology*, *automation*, and *retraining* shall also be realized. With the tremendous boost of the economy I mentioned earlier, and also our labor resources being fully realized, the demand for goods and the new porsperity



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will force the creation of new goods, processes, and developments. In essence, *improved technology*.

Automation, which previously meant the loss of jobs, will be much less of a nemesis now. In fact, it will be welcomed as a method in which the worker's job will be rendered significantly easier. This is primarily because there would be such a demand for goods, and lack of unemployment, caused by the 35-hour week, that automation will cease to eliminate jobs, for new opportunities will be created.

Concerning job retraining, there will be *much less need* for the service, since, of course, there will be much less unemployment in the 35-hour week. The retraining that will be needed will not be caused by a large unemployed population, but rather, for people whose jobs are rendered obsolete by technological advances or automation. Retraining, therefore, will became *more effective* through concentration on fewer workers.

Concluding, the 35-hour week will benefit the economy and the worker by providing more jobs, liminating countless problems, giving our citizens more time for a decent life by eliminating one of the greatest problems of the United States today, unemployment.

Labor's Stake In Foreign Trade

(1) The Common Market is the economic union of a group of European nations: France, Belgium, Italy, West Germany and the Benelux nations. Under the initial guidance of the French economist, Jean Monnet, and heralding upward under the political banner of Charles De Gaulles' grand design, the purpose of the European Common Market can be stated simply: A mutual economic union to benefit all members. The Common Market nations would gradually lower the tariff walls between them, and raise the tariff walls surrounding them against non-member nations. This would be for the mutual benefit of the Common Market nations: trading and promoting economic activities among themselves for their mutual benefit.

(2) What about the effect on our country's labor stake in foreign trade?

Generally I would say that foreign trade presently, and also in the forseeable future, is not too beneficial to American labor — and the Common Market would make it even less so. The question, however, can be said to rest on a series of "ifs".

For example, take our foreign trade situation today. Granted we export numerous goods, a significant proportion consisting of machinery, automobiles, appliances — in

short, materials which only a technologically advanced nation as ourselves can produce. This is not to say we do not export raw materials or crops, for we do.

But my question is what will happen when other nations are capable of producing these goods? It will only be a matter of time before they do so. We will suffer. Even today, foreign imports are underselling American-made goods. Radios, clothing—all types of foreign goods flood our markets. In my town alone, Uxbridge, Massachusetts, our largest textile mill liquidated because of lack of profits. A major reason? Cheap textile imports. Take other textile concerns and shoe factories in the state. They also suffer in this respect. How can the labor movement benefit when a builder will order West German steel instead of the American-made product?

The Common Market will aggravate the problem. By raising their external tariff walls they will keep out our exports. Instead of American wheat, why not French wheat? It is cheaper now. Instead of American autos, buy from West Germany. It is cheaper.

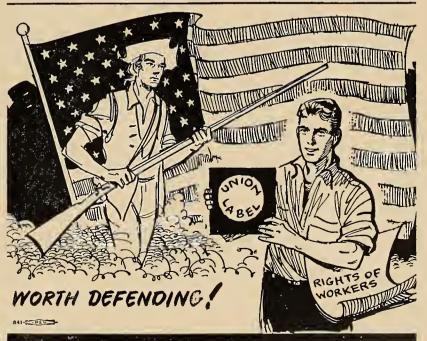
In essence, if we do not enact legislation to curb cheap imports, if we do not strive for agreement with foreign nations for favorable markets for our goods, we will be hurt. Competition is keen. The Common Market will not be receptive to foreign imports.

We have a problem that represent a *threat* to American labor and we must strive to alleviate it.









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Fifth Annual Scholarship Award Program

Massachusetts State Labor Council, AFL-CIO

This examination was given on April 4, 1963 in 187 schools, with 1700 students completing the examination.

The following lists the first five winners in order and the awards they have received:

First Winner

L'irsi vyinner	
THOMAS K. WISNOWSKI — Uxbridge High School	
Massachusetts State Labor Council, AFL-CIO	\$500.00
Worcester Central Labor Council, 1st Award	
Typographical Union No. 13, Boston, J. Arthur Moriarty Award	50.00
Typographical Union No. 13, Boston, Clarence H. Demar Award	25.00
Second Winner	
DONALD ALIFERIS — Lynn Classical High School	
Massachusetts State Labor Council, AFL-CIO	500.00
Greater Lynn Central Labor Council	200.00
American Federation of Teachers, Local 1037, Lynn	150.00
Typographical Union No. 13, Boston J. Arthur Moriarty Award	50.00 25.00
Typographical Union No. 13, Boston, Clarence H. Demar Award	25.00
Third Winner	
PAUL M. AZER — Lynn Classical High School	
William T. Fitzgerald Award	100.00
Massachusetts State Association of Journeymen Barbers,	
Hairdressers, Cosmotologists and Proprietors	100.00
Fourth Winner	
EDWIN MINKLEY — Holyoke High School	
Holyoke Central Labor Council	100.00
Fifth Winner	
JEANNE PICARD — Sacred Heart Academy	
Worcester Central Labor Council, 2nd Award	100.00
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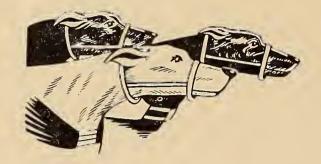
Fifth Annual Scholarship Award Program

Massachusetts State Labor Council, AFL-CIO

AREA AWARDS

Martin Bickman — Boston Latin School, AMERICAN FEDERATION OF TEACHERS LOCAL No. 66, BOSTON	100	
GREATER BOSTON MASS. LABOR COUNCIL	100	
Judith Ozwansky — Lynn Classical High School, HOISTING & PORTABLE ENGINEERS, LOCAL No. 4, BOSTON	100	
Andrew M. Razin — Boston Latin School, UTILITY WORKERS UNION OF AMERICA (LOCAL 387 - BOSTON)	200	
Paul C. York — North Quincy High School, RETAIL CLERKS, LOCAL No. 711, BOSTON	200	
Michael Fleming — Randolph High School, BROCKTON CENTRAL LABOR COUNCIL	250	
Dennis DeCosta — Gloucester High School, GLOUCESTER CENTRAL LABOR COUNCIL	200	
Marianne Langan — St. Mary's High School, Lawren LAWRENCE - HAVERHILL CENTRAL LABOR COU		100
Karen G. Gavutis — Lawrence High School, AMERICAN OF TEACHERS, LOCAL 1019, LAWRENCE	FEDERATION	100
James Hanlan — Lowell High School, LOWELL CENT	TRAL LABOR	100
Richard A. Perras — Holy Family High School, I GREATER NEW BEDFORD AND CAPE COD LAB	New Bedford,	250
Alan Kirios — Lynn English High School, AMERICAN : OF TEACHERS, LOCAL 1037, LYNN ENGLISH WI		150
John Murray — Weymouth High School, NORFOLK CEN COUNCIL		200
Lawrence B. Nadeau — Gardner High School, NORTH WORCESTER CENTRAL LABOR COUNCIL	300	
Richard A. Ladd — Northampton High School, NORTHAMPTON CENTRAL LABOR COUNCIL, 1st AWARD	100	
Elaine Dunphy — Northampton High School, NORTHAMPTON CENTRAL LABOR COUNCIL, 2nd AWARD	100	
Michael O'Brien — Salem High School, AMERICAN FEDERATION OF TEACHERS, LOCAL 1258, SALEM	200	
Donna Ann Lohres — Cambridge High and Latin, SOUTH MIDDLE SEX CENTRAL LABOR COUNCIL	100	
Max Michael Polak — Springfield Technical High School, SPRING-FIELD, GATELY - BRITTON AWARD	250	
Joseph Flahive — St. Mary's High School, Westfield — WESTFIELD CENTRAL LABOR COUNCIL	100	

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SOME LEGAL DEVELOPMENTS DURING THE PAST YEAR

by ROBERT M. SEGAL

Counsel for Mass. State Labor Council, AFL-CIO

1. INTRODUCTION

The past year again witnessed major legal developments in the federal rather than the state labor field. Problems involving preemption, individual rights, railroad labor and NLRB decisions were among the highlights in the federal Courts whereas the number of labor decisions in the Supreme Judicial Court of Massachusetts was limited. In addition, legislation on a state level in the labor field was limited to seven mesures.

2. MASSACHUSETTS

a) Decision by Supreme Judicial Court

There were only three labor cases decided by the Supreme Judicial Court during the past year. In Bono v. Krames 1963 A. S. 983, 53LRRM2945, the Court held that the trustees of a retirement fund acted within their broad authority under a trust agreement in denying death benefits to beneficiaries of employees who were on disability leave at the time the trust instrument went into effect and who died without returning to work. The trustees had adopted a rule requiring employees on disability leave at the time of the effective date of the trust to request reinstatement and to work for at least eight (8) consecutive weeks as a condition for eligibility to retirement benefits.

In Commissioner of Labor & Industries v. Boston Housing Authority 1963 Adv. Sheets 159, 188 N.E. 2d 150, the Supreme Judicial Court held that the Commissioner is required to set wage rates of the several classifications of housing authority employees at no less than 80 percent of the wage standards in the prevailing wage sections of the general laws, and this minimum is to apply at least to each classification of housing authority employees for which there is any properly comparable classification of public works construction employees. In this case, the Court considered the interrelationship between Mass. labor statutes and a contract entered into by the Housing Authority and a federal agency. The Commissioner of Labor and Industries sought an injunction against the Boston Housing Authority to force it to comply with the wage rates fixed by the Commissioner under Section 26T of

General Laws. The defense raised by the Authority was that pursuant to legislative authority it had entered into a contract with the U.S. Public Housing Administration whereby it agreed not to incur operating expenses beyond those listed in an approved budget and the Commissioner's determination would have forced the Authority to exceed the approved budget and to allow the federal agency to take over the housing develop-ments. The Court recognizing the apparent conflict as well as the constitutional question of preemption considered Section 26T of the state laws to mean that the Commissioner could fix the wage rates of the Boston Housing Authorities' employees only if the increased budget items are approved by the Public Housing Authority. If the public Housing Authority disapproves of the rates, the Boston Housing Authority would be under no compulsion to comply with the wage determination of the Commissioner. More recently the Commissioner has instituted a new suit against the Boston Housing Authority for his pre-determined rates.

In Bowmar Instrument Corp. v. Director of the Division of Employment Security, 1963 AS 637, the Court passed on several procedural aspects of the Employment Security Law and held that in appealing a decision of the district court to the Supreme Judicial Court a lawyer may mail the draft report to the clerk of court at the same time he mails copies to the trial judge and opposing parties and the report need not be actually filed with the clerk before sending the copies to the judge and the parties.

Among the many cases in the workmen's compensation field, the following are noted:

(1) Where a carpenter employed by a nonsubscribing employer was injured while repairing a roof on an aprtment building managed by the employer and where the Commissioner of Labor had certified the occupation of Carpenter to be hazardous, the employee could recover under the workmen's compensation law and there is no need to allege negligence.

(Fisher v. Ciaramitaro, 1962 A.S. 1507).

(2) In *Thayer's Case*, 1962 A.S. 1313, it was held that where a foreman, in order to demonstrate to the operator of a machine

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Legal Developments [Cont.]

that a machine could be operated at a greater rate of speed, actually operated the machine, such operating could be found to constitute an exercise of the powers of superintendence by the foreman within the meaning of the instant section. Further the payment of ordinary compensation does not excuse the workman from filing a claim for double compensation on time. Serious and wilful misconduct could be found from the fact that a construction foreman in demonstrating operated the machine at a high rate of speed in total disregard of repeated warnings with the result that the machine jackknifed and the operator was injured. A finding of lack of prejudice to the employer and the insurer by the lack of a timely claim was warranted from all the facts in the case.

(3) In Look's case, 1962 A.S. 1403 the Court held that an injury to be compensable on principles of partial incapacity must be one which lessens the employee's ability to work, and ordinarily the causal relation between an injury and an alleged incapacity must be established by expert medical testimony. Where the medical opinion indicates only a possibility of a causal connection between the injury and the claimed incapacity, a finding of partial incapacity cannot stand

b) Legislation

Among the legislative matters enacted into law by the State legislature during the past year were the following:

- (1) The anti-injunction law was amended to provide that permanent injunctions in the labor field are good for only one year; thereafter there must be a new hearing and findings of fact before they are renewed.
- (2) The Commissioner of Labor and Industries was again given the power (for two years rather than the customary one year) to suspend the labor laws relative to women and minors.
- (3) The safety sections of Chapter 149 were clarified to prohibit the locking of doors or egresses at places of work during working hours and to provide for the guarding of the opening of hoistways or hatchways in industrial establishments.
- (4) A city or town which accepts the State law will grant a leave of absence with pay to an officer or delegate attending a convention of an employee union.
- (5) The employment security law was amended to provide, effective September 29, 1963, a \$5.00 increase in maximum benefits from \$40.00 to \$45.00 per week for eligible

employees but the eligibility base period wage requirement was increased from \$650.00 to \$700.00.

- (6) The workmen's compensation law was amended to provide a three (3) dollar increase in maximum benefits from fifty (50) to fifty-three dollars per week effective November 1, 1963 for persons who are injured on the job.
- (7) The State minimum wage law was amended to provide as of August 1, 1963 a five (5) cent per hour increase to 80¢ per hour minimum for gratuity persons with another five (5) cent increase in the minimum on August 1, 1964. At the same time, on September 3, 1963 the federal and state minimum wage laws set a minimum of \$1.25 per hour for all other covered employees.

3. FEDERAL DEVELOPMENTS

a) Legislation

Legislation to eliminate wage discrimination based upon sex of the employee was passed by Congress in May of 1963 and is known as the "Equal Pay Act of 1963." The law amends the Fair Labor Standards Law and prohibits discrimination on account of sex in the payment of wages by employers engaged in commerce or in the production of goods for commerce. The specific exceptions are differentials based on a seniority system, merit system, a system that measures earnings by quantity or quality of production or on any other factor other than sex. The employer is prohibited from reducing the wage rate of any employee to comply with this provision. The law becomes effective on June 1964 except where there is a collective bargaining agreement in effect, where the law does not take effect until the termination of the contract or in June 1965, whichever occurs first. The law is administered by the Wage & Hour Division of the U.S. Department of Labor.

A special railroad resolution was enacted August 28, 1963 marking a precedent in federal labor legislation during peacetime by the imposition of compulsory arbitration for the two unresolved issues: 1) the employment of diesel locomotive firemen in freight and yard service and (2) the size of train-service crews. The law provides for a seven (7) man arbitration board, two appointed by the carrier and two appointed by the unions and these members are to pick three neutral members; if they fail, the President will name the neutral members at the end of 10 days. The Board begins its deliberations within 30 days and its award in 60 more days and the decision will be effective for two years. The resolution expires in 180 days from its enactment but in the interim, there is a ban on strikes by unions or changes in conditions by the carriers and

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Legal Developments [Cont.]

this is enforceable by Federal Court injunction on application by the Attorney General. During the interim, the parties will have to negotiate extension of existing runs beyond the present division lines, greater flexibility in using road crews for yard work, the manning requirements of self-propelled vehicles, revision of the railroad pay structure based on a combination of time worked and miles traveled and fringe benefits.

b) U.S. Supreme Court Decisions

The U.S. Supreme Court in 20 cases passed on several areas of labor relations ranging from federal preemption, Section 14 (b) of the Taft-Hartley Law, internal union affairs, to NLRB jurisdiction and ruling in the labor field. The Court dealt with a far greater range and scope of labor activities than did the Supreme Judicial Court of Massachusetts.

In Colorado Anti-Discrimination Commission v. Continental Airlines Inc., 372 U.S. 714 (1963), the U.S. Supreme Court upheld the constitionality of the Colorado Fair Employment Practices Act as applied to an interstate air carrier. The Court held that the legislation did not represent an undue burden on interstate commerce and that the federal law and agencies disclosed no intent to bar state action. Preemption of state power is not likely to be found in labor matters on the basis of federal power which is not exercised without a clear showing of congressional intent.

In General Motors Corp. v. NLRB, 373 U.S. 734, 53 LRRM 2313 (1963), the Court held that the agency shop, whereby an employee is required to pay the equivalent of dues and fees to help defray the union's expenses of his representation, was a permissible form of union security under Section 8 (a) (3) of the NLRA; the refusal of General Motors to discuss a union's request for such an arrangement in Indiana (where the state Court interpreted the State law under Section 14 (b) as not prohibiting the agency shop) was a refusal to bargain in violation of the Act.

In Retail Clerks, Local 1625 v. Schermer-horn, 373 U.S. 746, 53 LRRM 2318 (1963) the Court held that a state could under Section 14 (b) of the Taft-Hartley Law prohibit the agency as well as the union shop. The Court reserved decision until after reargument on the question whether the state had the power to enjoin enforcement of an agency-shop agreement, or whether such power rested exclusively with the NLRB.

In two cases, the Court restricted the power of the State to regulate internal union affairs. In both cases (Local 100, Pipefitters & Plumbers v. Borden, 373 U.S. 690, 53 LLRRM 2322 and Local 207 Bridge Workers v. Perko, 373 U.S. 701 53 LRRM 2327), the individual employees were union members suing the union in the State Court for damages for causing loss of employment or employment opportunities. In both cases the Court held that the union activity was preempted by federal law for it was arguably protected under Section 7 or prohibited under Sections 8 (b) (1) (a) or (2) of the Taft-Hartley Law and hence subject to the exclusive jurisdiction of the National Labor Relations Board.

Individual rights under union contracts were also before the Court in several cases. In Smith v. Evening News Association, 371 U.S. 195 (1962) the case involved a suit on a collective bargaining contract under Section 301 of the Taft-Hartley Law by a union employee of a newspaper for refusal to permit plaintiff and other union employees to work during a strike by another union while non-union employees were permitted to work. The Court held that the doctrine of preemption does not apply to this situation even though the NLRB has authority to deal with an unfair labor practice which also violates a collective bargaining contract. By reading the Smith and the Dowd Box (368 U.S. 502) cases together, it can be concluded that State Courts may entertain suits for individual rights under collective bargaining agreements when the contract under which the suit is brought permits.

In *Drivers Union v. Riss* & Co., 372 U.S. 517 (1963), the Court held that the "finality" to be attached to a joint arbitration board, which was really a high level industry grievance committee with no impartial member, depended upon the intention of the parties. If the parties intended finality, the fact that they did not use the "arbitration process" or the word "arbitration" would not prevent the Courts from giving effect to their intention under Section 301 of the Taft-Hartley Law.

In Division 1287 v. Missouri, 374 U.S. 74, 53 LRRM 2394, the U.S. Supreme Court struck down The Ring-Thompson Act of Missouri (which called for government seizure of privately owned public utilities in the event of a strike which "threatens the public interest, health or welfare"). The Court held that the Missouri Act was in direct "conflict with federal legislation which guarantees the right to strike against a public utility, as against any employer engaged in interstate commerce." This decision raises some serious questions about the validity of the Slichter Law of Massachusetts.

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Legal Developments [Cont.]

In Locomotive Engineers v. Louisville & Nashville R.R. Co., 373 U.S. 33, 52 LRRM 2944 (1963), the Court held that a union's threatened strike to enforce a monetary award of the RR Adjustment Board in favor of one of its employees could be enjoined by a federal court, notwithstanding the provisions of the Norris-LaGuardia Act. The case involved a discharged union member who was reinstated by the RR Adjustment Board with back pay "for time lost as the rule is construed on the property." When the parties could not resolve their dispute over the deductibility of the employee's outside income, the union threatened to strike but the railroad obtained an injunction against the strike. Similar results do not follow in the industrial field where the Norris-LaGuardia Law prevents private injunctions in the federal courts in labor cases.

In NLRB v. Reliance Fuel Corp., 371 U.S. 224, 52 LRRM 2046 (1963), the Court upheld the Board on a finding that the employer's operations and related unfair labor practices affected commerce by virtue of the fact that the employer, a local fuel oils distributor, purchased within the state in one year more than \$650,000 worth of fuel oil and related products from a company which was concededly engaged in interstate commerce. The Court reaffirmed that Congress intended to and did vest in the NLRB the fullest jurisdictional breadth constitutionally permissible under the commerce clause.

In the foreign flagship case McCulloch v. Sociedad Nacional de Marineros 372 U.S. 10, 52 LRRM 2425 (1963), the Court held that the jurisdiction of the Labor Management Relations Act did not cover maritime operations of ships which flew the flag of a foreign nation and carried a foreign crew, notwithstanding the fact that they were owned by a foreign subsidiary of an American corporation and were integrated into a maritime operation involving substantial U.S. contracts. In the companion case of Incres Steamship Co. v. Maritime Workers, 372 U.S. 24, 52 LRRM 2431 (1963), the Court upheld the jurisdiction of a state court in an action for injunction and damages against a U.S. union for picketing a foreign ship during an organizational campaign to organize the foreign seamen on foreign flagships.

In two other cases, Local No. 438 Construction Laborers Union v. S. J. Curry & Co., 371 U.S. 542 and Ex Parte George, 371 U.S. 72 (1962), the Court invalidated states court action on grounds of preemption. In the first case, the Court held that there was no state court jurisdition to enjoin picketing allegedly to force respondents to hire union

labor in violation of Georgia's right to work statute; the Court also held that since the temporary injunction of the Supreme Court of Georgia "finally and erroneously asserted its jurisdiction to deal with a controversy which is beyond its power," the ruling was a final judgment for purposes of the Supreme Court's review. In the second case, the Court vacated the judgment of the Supreme Court of Texas (which had set aside a writ of habeas corpus) on grounds that a contempt adjudication for picketing in violation of an injunction which the state court had no authority to issue was invalid.

In Brotherhood of Railway and Steamship Clerks v. Allen, 373 U.S. 113, 53 LRRM 2128 (1963), the Court held that an individual union member under the Railway Labor Act can object to all political expenditures by the union and can thereby receive a refund of all his money spent for such purposes. Secondly, the burden is not on the individual to prove the proportion of union dues spent for political purposes. The Court stated, "Since the unions possess the facts and records from which the proportion of political to total union expenditures can be reasonably calculated, basic considerations of fairness compel that they, not the individual employees, bear the burden of proving such proportion."

The Court also upheld the National Labor Relations Board's decision that it is unlawful for an employer to give replacements hired during a strike "superseniority" over the strikers to assure the replacements that they will be retained when the strike ends. (*Erie Resistor Corp.*, 373 U.S. 221, 53 LRRM 2121.)

Three NLRB decision should also be noted. First the NLRB has relaxed the two year limit as a contract bar and has decided that henceforth a contract may bar a representation petition for three years (General Cable Corp., 139 NLRB No. 111, 1962). Further in Pioneer Bus Co., 140 NLRB No. 18, (1962), the NLRB held that "where the bargaining representative of employees in an appropriate unit executives separate contracts, or even a single contract, discriminating between Negro and white employees on racial lines, the Board will not deem such contracts as a bar to an election." The problem of unfair representation and discrimination came up in Miranda Fuel Co., 140 NLRB No. 7 (1962), where the Board held that the federal labor law "prohibits labor organizations, when acting in a statutory representative capacity from taking action against any employee upon considerations or classifications which are irrelevant, invidious or

c) Federal Court decision in this area

The First Circuit of Appeals reversed the NLRB in several cases. In NLRB v. United

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Legal Developments [Cont.]

Wire and Supply Corp., 312 F. 2d 11 (1962), the Court remanded the case to the NLRB to limit the unfair conduct to be forbidden the employer. In NLRB v. U. S. Sonics Corp., 312 F. 2d 610 (1963) the Court held that the employer did not violate the Act by unilateral offers to employees which did not exceed the offers to the union when the employer in good faith believed a bargaining impasse had been reached; the Court also ordered the NLRB to reappraise the discharges which the Board found to have occurred because of union activity. In NLRB v. N. E. Web Inc., 309 F 2d 696 (1962), the Court denied enforcement of the Board's order relative to interrogation and threats and refusal to bargain by shutting down its plant which it found to be "an ordinary act of business management" which cannot be set aside by the NLRB. In NLRB v. United Parcel Services, Inc., 317 F 2d 912, (June 4, 1963), the Court denied enforcement of the order of a discriminatory discharge as not supported by substantial evidence in the record as a whole.

In Local Lodge No. 1790 of District 38, International Association of Machinists, AFL-CIO v. Westinghouse Electric Corporation the U.S. District Court enforced the collective bargaining agreement and ordered the company to arbitrate a dispute over the contracting out of bargaining unit work. The First Circuit Court of Appeals denied the company's appeal. After an arbitrator found that the contracting out violated the contract, the union sought enforcement of the

award and the District Court, in the second case of the same name, enjoined the company from continuing to violate the contract by its continued subcontracting arrangements and ordered the company to cancel its subcontract agreement. The case is now before the Court of Appeals again.

In Local Lodge 1836 IAM v. Local 1505, IBEW and Raytheon Co., 201 F. Supp. 334 (D. Mass.), reversed on other grounds, 304 F. 2d 365 (CA-1), vacated as moot 372 U.S. 523, the District Court ordered arbitration under its contract of a union's grievance concerning assigning of its work to employees outside its bargaining unit; the Circuit Court reversed on NLRB preemption grounds, but the case became moot when the parties agreed to an arbitration with all three parties (the IAM, the IBEW and the Company) participating. Similar cases are now pending in the U.S. Supreme Court.

4. CONCLUSIONS

The great number of labor cases in the federal courts illustrates not only the growth of litigation in the labor-management field but also the importance of labor laws in our complex society. Although the full impact of the Landrum-Griffin Law of 1959 has not yet been felt, the number of cases in the courts and before the NLRB has been increasing. Many years of litigation will be necessary before many of the prolix provisions of the new law are clarified. In the interim, unions and their officers and members are confronted not only with these new laws but also by many new interpretations in the fluid and dynamic field of labor relations and internal regulations of labor unions.







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HIGHLIGHTS OF THE YEAR

At the close of the 1962 Convention, at which disappointment had been expressed over the failure of the 87th Congress to extend temporary unemployment compensation benefits to April of 1963, over the defeat of the King-Anderson bill to provide medical care for the aged through Social Security, and the failure to act on federal aid to education, the Massachusetts State Labor Council and all area councils and local unions moved into high gear into a political campaign to elect more progressives and liberals for Congress and a closer-to-labor State Legislature and Administration.

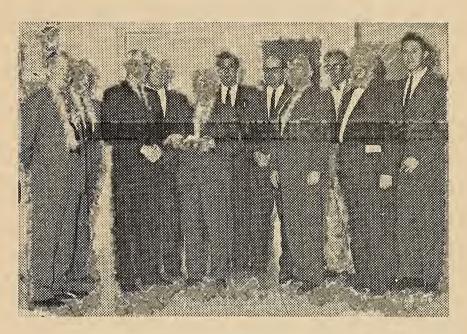
On October 13, 1962, seven days after the close of the Convention, a state-wide Endorsing Conference was held in Boston by the Massachusetts AFL-CIO Committee on Political Education. The young brother of the President, Edward "Ted" Kennedy, was endorsed for the United States Senate. Endicott "Chub" Peabody was endorsed for the Governorship of Massachusetts. Eight incumbent Democratic Congressmen were also endorsed — Edward P. Boland, Philip J. Philbin, Harold D. Donohue, Thomas J. Lane, Torbert H. McDonald, Thomas P. O'Neil, James A. Burke and Speaker of the House John W. McCormack.

Two Democratic stalwarts, George O'Shea of Lynn and Edward F. Doolan of Fall River, challenging Republican incumbents in the Sixth and Tenth District, were also endorsed.

At the recommendation of central labor councils the Conference also approved endorsements for twenty-four State Senators and eight-two State Representatives.

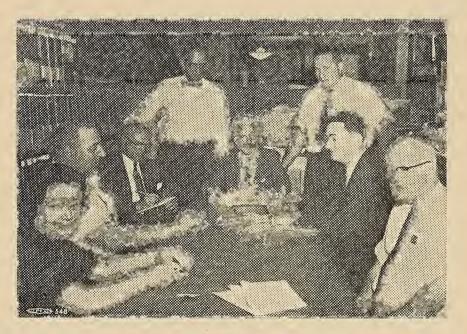
Of special interest to organized labor in Massachusetts was Referendum No. 1 on the ballot, which would have amended the State Constitution to give the General Court authority to enact a graduated income tax. The State Labor Council was supported by the League of Women Voters, the Americans for Democratic Action and the American Veterans Committee in its drive for a "Yes" vote on the Referendum. However, a socalled Committee Against Increased Income Taxes, expounding the views of the Massachusetts Taxpayers Federation, the Boston Chamber of Commerce and the Insurance Companies, spent \$180,182.00 in the three months preceding election day to condition the general public against voting "Yes". The Referendum was defeated.

Organized labor nevertheless chalked up a high degree of success in its 1962 political activities. Over 82 percent of the candidates endorsed by Massachusetts labor were elected, representing, in the words of COPE Director



CAMILLE LANDRY OF EVERETT, 90 years of age and a member of the Carpenters Union is shown here receiving the first pension check issued by the Massachusetts State Carpenters Pension Fund. The Carpenters Pension Fund, established in 1962, covers thousands of carpenters in the Commonwealth and is one of the largest pension funds in the construction industry. In the picture (left to right) are Joseph Hardy, Secretary of the State Carpenters Union; Joseph Guilbeault, Union Trustee; William Butts, Secretary-Treasurer; Peter Reilly, Union Trustee; Camille Landry; Arthur Flamm, Counsel for the Fund; John Nicholson, Employer Trustee; Felix Conti, Chairman; Oscar Pratt, Union Trustee and Vice President of the State Labor Council; John Clark, Employer Trustee; and Richard Robinson of R. P. Burroughs, Actuarial Consultant to the Fund.





THE COMMITTEE ON SOCIAL SECURITY, one of the State Labor Council's Standing Committees, is shown here in session. From the left (reading clockwise) are: Helen Page, Benjamin Magliozzi, Charles Costello, Chairman Daniel Downey, Lawrence Cohen and Philip Morse. Standing are Legislative Agent Albert G. Clifton and James A. Broyer.

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"We will present to the Legislature next year," President J. William Belanger had told the delegates to the Fifth Annual Convention, "a legislative program that will include some of the important measures that were turned down this year — because we insist that these proposals are in the best interest not only of the members of our unions but of all the people of the Commonwealth."

This program, consisting of fifteen legislative proposals, was filed with the Massachusets General Court on December 5, 1962.

* * * * *

The Fourth Annual Labor-Management Conference sponsored by Northeastern University in cooperation with the Massachusetts State Labor Council, the Associated Industries of Massachusetts, the Boston Bar Association and the Northeastern Alumni Association was held on January 19 in the Alumni Auditorium of the Carl S. Ell Student Center Building of the University. It was called "New Frontiers in Labor Relations."

President J. William Belanger shared the platform in the mornnig with Dr. William C. White, Vice President and Provost of Northeastern, Donald S. Greer, President of A.I.M., and Chester C. Steadman, Esq., President of the Boston Bar Association — and in the afternoon was a panelist in a work-shop discussion of the 35-hour week.

* * * * *

Barely a month elapsed after the defeat of the tax reform referendum before the newspapers — the majority of which had conducted intensive editorial campaigns to bring about the defeat — began to speculate that an increase in the state income tax or the enactment of a sales tax would be needed to raise "at least \$100,000,000 a year in new revenue" that "must be found."

A. A. Michelson, writing in a Boston newspaper, predicted that "the tremendous satisfaction" derived by the voters from "the clobbering they administered" to the graduated tax amendment would be short-lived.

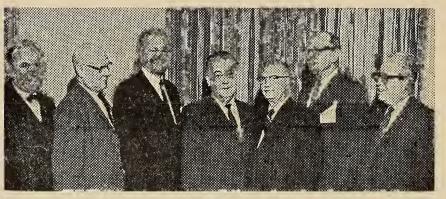
"Just as sure as they piled into the polls last month to vote, 5 to 1, against the amendment," he wrote, "they're going to be hit with a sales tax soon. It may even be enacted in 1963. And the lion's share of the estimate \$125 million to be raised initially from the sales levy will come from those least able to pay for it."



CONTRIBUTIONS from affiliate local unions, totaling more than \$1100.00 is presented to Dudley Harmon, Director of the Higher Education Loan Plan of Massachusetts. Left to right are James P. Loughlin, Secretary-Treasurer of the State Labor Council; Salvatore Camelio, Executive Vice-President; M. Harmon; J. William Belanger, President; and John A. Callahan, Executive Vice President.



SHOWN HERE are first recipients of pension under the Massachusetts Laborers Pension Plan with trustees and counsels. Left to right (seated) are: Antonio Valerio; Ciriaco Capone; Pietro Iannaco. Emilio Franchi; Victor Manni; Generoso Belmonte; (standing) Louis Poirier, trustee; Pasquale Cardinelli; Attorney Bernard Helman, Co-Counsel; Cesare Pietrangelo, trustee chairman; James J. Dunn, trustee; Vincenzo Di Stefano; Attorney Robert M. Segal, Co-Counsel; Manuel Medeiras, trustee; and Lionel Marchand, trustee. The plan provides for pension for 15 to 25 years or more of credited service. It covers members of 26 participating locals in heavy construction and 20 participating locals who had worked at least 500 hours prior to January 1, 1963 became eligible for pension if they met the age and service rules.



AT FOURTH ANNUAL Labor-Management Conference held at Northeastern University on January 19. Left to right are Robert M. Segal, Counsel for the Mass. State Labor Council; Claude Fairfield, Grand Lodge Representative of the International Association of Machinist; Donald S. Greer, President of the Associated Industries of Massachusetts; J. William Belanger, President of the Mass. State Labor Council, Chester C. Steadman, President of the Boston Bar Association; Dr. William C. White, Vice President and Provost of Northeastern University. and Franklin L. Murphy, Assistant Director of the N. E. Regional AFL-CIO.

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* * * * *

Early in the year, Governor Peabody signed into law a measure supported by both labor and industry. It extended to July 1, 1965, the law which authorizes the Commissioner of Labor and Industries to suspend the application of certain laws so that in periods of emergency — or in hardship cases in certain industries, in a branch of an industry or in an individual establishment — women may be employed beyond the night time limit set in the Massachusetts Wage and Hour Law.

The Thirty-Third Session of the Harvard University Trade Union Program, under the direction of Executive Director Joseph P. O'Donnell, got under was on February 20 1963 and continued until May 17. The program was in its twenty-first year, having been inaugurated in September of 1942. The previous graduating class had been released on December 7, 1962.

Through the cooperation of the Agency for International Development and the U.S. Department of Labor, thirty foreign nations have sponsored participation in the program by their own union representatives. Since its inception, 502 representatives of American and overseas unions had attended up to the opening of the Thirty-Third Session.

* * * * *

On February 12, President J. William Belanger led a long line of labor officials who testified in support of Senate No. 315 at a hearing before the Committee on Labor and Industries. This bill, filed by the Massachusetts State Labor Council, was not as strong as the laws already in effect in New York and Rhode Island, where unemployment compensation is paid workers idled in labor disputes after six or seven weeks have elapsed without settlement. Senate No. 315 would have provided only that unemployment compensation be paid when strikes follow an employer's refusal to arbitrate or when an employer locks out his workers.

Belanger pointed out that in cases of lockouts unemployment compensation is paid in nine other states. "All we ask," he said, "is that our workers here in Massachusetts be treated at least as well as the workers of other states."

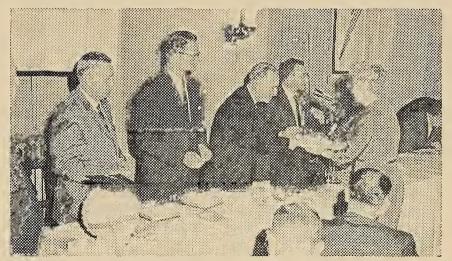
On February 7, the Massachusetts State Labor Council urged the Sub-Committee on



PRINCIPALS at 50th Anniversary Banquet of the U. S. Department of Labor, held in the Sheraton-Plaza in Boston on April 22. Pictured (left to right) are John W. King, Governor of New Hampshire; J. William Belanger, President of the Massachusetts State Labor Council, AFL-CIO; Endicott Peabody, Governor of Massachusetts; Wendell D. MacDonald, Regional Director, Bureau of Labor Statistics, acting as Toastmaster; and Leo A. Gleason, Chairman of the U. S. Department's New England Regional Staff Committee.



LABOR GROUP in the lobby of the House staging a last-ditch battle to get S-315 enacted on the day it was defeated. COPE Director Joseph Cass is explaining some of the main points made by the officers of the State Labor Council and its Legislative Department to stress why the bill should be enacted.



ONE OF SIXTY-ONE new union counselors shown receiving certificate at Graduating Class on May 6 in Mason Memorial Building, home of United Fund. Commissioner of Labor John A. Calahan hands out certificates while Executive Vice President Salvatore Camelio calls out the names. Handing out Red Feather symbol pins at left are Secretary-Treasurer James P. Loughlin and Harlan E. Raimo, Associate Campaign Director of the United Fund of Greater Boston. President J. William Belanger, who was scheduled to be Toastmaster, had been called to Washington on union business.

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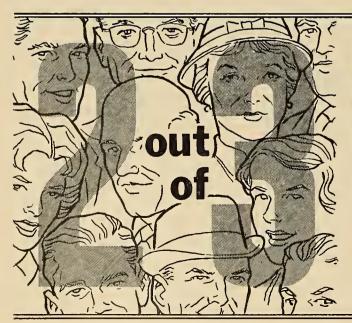
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Hospital Operations to probe deeply into the aspect of new hospital construction to ascertain that huge proposed expenditure will not involve "unnecessary duplication, unneeded facilities and wasted improvements."

Alfred Olerio, Sub Regional Director of the UAW and a Vice President of the Massachusetts State Labor Council, told the Committee that "health care cost has been compounded by the fact that in many cases hospital construction — e. g., new hospital construction, new additions and renovations—is established without regard to the total needs of the community and the facilities already available."

New Union Counseling classes, sponsored by the Massachusetts State Labor Council

with the cooperation of the United Fund, opened on March 11 and March 12 and continued weekly until graduation on April 30. Joseph D. McLaughlin, Vice President on the State Labor Council, and Berry Aronson were in charge of the program. Both are AFL-CIO Community Services Representatives.

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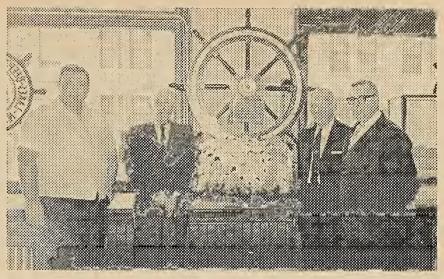
In February, Francis E. Lavigne, Director of Education and Research of the Massachusetts State Labor Council, announced that more than \$7,000 would be distributed in the Fifth Annual Scholarship Award Program.

* * * * *

Vice President Helen T. O'Donnell, Chairman of the State Labor Council's Standing Committee on Community Services, was assigned by the Council to attend the Eighth Annual National AFL-CIO Conference on Community Services, held at the Commodore Hotel in New York from March 31 through April 4. The theme of the Conference was "The Shorter Work Week and Leisure Time." It marked, according to AFL-CIO Community Services Director Leo Perlis, the first time in history that problems surrounding the constructive use of leisure time were taken up at a labor conference.

* * * * *

The officers of the State Labor Council communicated with the White House to express support of the Railroad Brotherhoods in the fight against work rules that would eliminate 105,000 jobs and cause reductions of as much as 60 percent in the pay envelopes of railroad workers.



AN HOUR-LONG PROGRAM marked Maritime Day Observances on May 22nd at the union headquarters of the National Maritime Union in Boston, followed by a reception and refreshments. At 11 a.m. an invocation was delivered by the Reverend Mr. Bruse Jones of the Episcopal City Missions. This was followed by the laying of the wreath before the NMU Port of Boston Memorial. At 11:15 a.m. Right Reverent Christopher P. Griffin, K. H. S. of the South Station Chapel, addressed the gathering. Governor Peabody, who was scheduled to be present, was unexpectedly detained at the last minute but sent a message of greetings and well wishes. In the absence of Port Agent John Hunt, who was called to New York on union business, Gus Olofson, Patrolman, played host to the gathering. In the above picture, standing by the wreath and the Memorial, are Frank Lydon, MU member; Arthur Hartin, President of the Greater Boston Labor Council; Gus Olafson, Patrolman; and Robert L. Sullivan, Patrolman.





ON HIS VISIT TO BOSTON to address COPE Area Conference, Roy Reuther, Director of Citizenship Legislation for UAW, joined the United Brewery Workers' picket line at the O'Brien Distributing Company, Inc., in protest against displacement of members of Brewery Workers union by members of the Teamsters. Holding up sign with Reuther is Joseph Brady, Director of Legislation for the Brewery Workers Union. Next to him is Tom Owens, Business Agent for Local 8 of the Brewery Workers and a Vice President of the State Labor Council. With his back to camera in the black coat is Ralph Williams, President of the Vermont State Labor Council, also in Boston for the COPE Conference.

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On March 23rd, more than one thousand person gathered at the Hotel Bradford in Boston to pay tribute to President J. William Belanger in recognition of his thirty years of dedicated service to the labor movement and his constant participation in civic and governmental affairs in peace and war. The Committee in charge of arrangements for the Testimonial Dinner were Richard B. O'Keefe, Chairman; James P. Loughlin, Secretary-Treasurer; John A. Callahan, Salvatore Camelio, John Deady, Edward F. Doolan, James McCarthy, Daniel Murray, John O'Malley and Oscar Pratt.

The 1963 COPE Area Conference, covering all of New England, was held April 5 and 6 at the Hotel Bradford in Boston. It was stressed throughout the Conference that just as a single vote counts in an election so does every single dollar contributed to COPE.

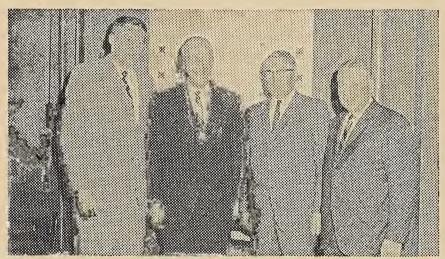
Al Barkan, then still Acting Director of National COPE, chaired throughout the Conference and delivered a major address. Others who addressed the Conference included Joe Keenan, Secretary of IBEW; U.S. Senator Edmund Muskie of Maine; E. E. Schattschneider, Professor Emeritus of Political Science, Connecticut Wesleyan University; Ben Alpert, Publicity Director of National COPE; and Roy Reuther, Director of Citizenship Legislation for the United Automobile Workers. Ray Andrus, Education Director for National COPE, showed two films establishing the contrast between the propaganda of the advocates of "right-to-work" laws and the basic truth of the matter.

On April 22nd, President J. William Belanger was one of five principal speakers at the Golden Jubilee banquet celebrating the Fiftieth Anniversary of the United States Department of Labor at the Sheraton-Plaza in Boston. He shared the platform with Under Secretary of Labor John F. Henning, Governor Endicott Peabody, Boston Mayor John F. Collins and AIM President Donald

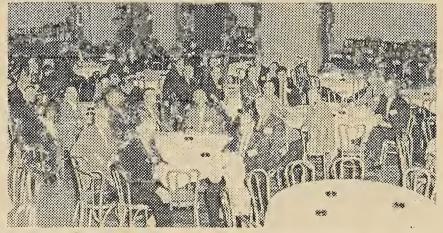
Stating that while the occasion oflered an opportunity for looking back — "for reviewing the long, steady, unyielding march of progress at it relates to American labor and industry during the most amazing half century in the world's entire history," Belanger said, "this is also an occasion for looking ahead — for calm speculation as to what ways and means must be adopted to keep American labor and industry moving forward at an ever-increasing pace in the next fifty years."



DURING THE FIFTIETH ANNIVERSARY DINNER of the U.S. Department of Labor in Boston, Terry Philip Segal of West Newton, Mass., was presented with a certificate as one of the five runners-up in the National AFL-CIO-sponsored Edward P. Morgan Essay Contest. In the picture (left to right) are J. William Belanger, President of the Massachusetts State Labor Council; Miss Dorothy M. Pendergast, Regional Director of the Women's Bureau of the Department of Labor; Terry Philip Segal; and John F. Henning, Under Secretary of Labor, who was the main speaker of the banquet.



THIS PICTURE was taken at the first of three Area Legislative Seminars held during 1963. The four area councils participating in this first seminar were the Northampton Central Labor Council, the Holyoke Central Labor Council, the Greenfield Labor Council and the Westfield Labor Council. It was held on April 27. Shown in the picture are Attorney John O'Donnell; Senator Maurice Donohue; George O'Brien, President of the Northampton Council and Business Manager of IBEW Local 710; and James P. Loughlin, Secretary-Treasurer of the Massachusetts State Labor Council.



MASSACHUSETTS DELEGATION in panel session on opening day of two-day COPE Area Conference held at Hotel Bradford in Boston on April 5 and 6. The session was chaired by J. William Belanger, President of the State Labor Council, with Roy Reuther, Director of Citizenship Legislation for the UAW. (Both are seen at center right in picture.) The Conference covered the six New England states.

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Earl J. Riley, IUE New England District President, was selected by the State Department and the Department of Labor as a specialist to represent his union within the framework of the Japan Labor Exchange Program in conjunction with the State Department's educational and cultural exchange program. He traveled on a schedule arranged by the State Department and the American Embassy in Tokyo, meeting a number of Japanese trade union groups and addressing the Japanese Electronic Union Convention in May.

Chester Wright, Administrator of the Bricklayers Local 6 Health and Welfare Fund, who had joined the Massachusetts State Labor Council as a Vice President to fill the seat left vacant by James P. Loughlin on his elevation to the post of Secretary-Treasurer, resigned from the Council to accept a post as Labor Relations Officer in the U. S. Department of Labor's Public Housing Administration.

The first of three Area Legislative Seminars, a new concept of Regional Conferences, was held on April 27 in Northampton. Arranged by the COPE Department in conjunction with the officers of the various area councils involved, the plan met with immediate success. Classes on Legislation, Education, COPE, Taxes and the Manpower Development and Training Act were held during the day, with a dinner in the evening at which State legislators from the area were invited to speak. This first seminar included the Greenfield, Holyoke, Northampton and West-Councils. Two other comparative seminars were held later, one for the Worcester and North Worcester Councils and the other for the Fall River and New Bedford Councils.

On May 6, fifty-eight new union counselors were graduated in the Greater Lynn area. On the following day in Boston sixty-one new union counselors received diplomas at graduation exercises presided over by Commissioner of Labor and Mass. AFL-CIO Executive Vice President John A. Callahan. Head table guests and participants in the ceremony included James P. Loughlin, Mass. AFL-CIO Secretary-Treasurer; Salvatore Camelio, Executive Vice President; Eliot Richardson, Chairmen of the United Fund Campaign; Hugh Thompson, N. E. AFL-CIO Regional Director; Rev. Robert J. McEven, S. J., Department of Economics, Boston Col-



ORGANIZED LABOR IN MASSACHUSETTS played a major role in the launching of the Regional Community Colleges program and continued to be active in the continuing development of these facilities to provide the youth of the Commonwealth a greater opportunity for higher education. On June 11, in New England Life Hall on Clarendon Street in Boston, the First Annual Commencement for Massachusetts Bay Community College was held. It was a proud moment for labor. President J. William Belanger of the Massachusetts State Labor Council, who is serving on the Massachusetts Board of Regional Community Colleges, is shown above (center) wearing cap and gown to participate in the exercises. With him are (left to right) Francis E. Lavigne, Director of Education and Research for the State Labor Council, who serves on the Advisory Board of the Massachusetts Bay Community College; John McKenzie, Director of the College; Nils Wessel, President of Tufts University; and Kermit Morrissey, Chairman of the Board of Regional Colleges.



THE UNION LABEL to organized labor is a symbol of protection for the high standards of wages and working conditions won over the years by the persistent and unvielding efforts of trade unions. The Union Label and Service Trades Department of the AFL-CIO is engaged in a year-round campaign to keep union members constantly aware of the meaning and the value of the union label. Governor Endicott Peabody is shown here signing a Proclamation establishing the Union Label Week for 1963 for the purpose of spreading the message to all consumers. Witnessing the signing of the document are (left to right) James P. Loughlin, Secretary-Treasurer of the Massachusetts State Labor Council; Martin Casey, President of the Mass. Union Label and Service Trades Council; Al Wythe, Secretary; Daniel Murray, Vice President of the State Labor Council; Edward O'Neil, Boston Edison Clerical Local of UWU; and Al Buffum, Vice President of State Labor Council.

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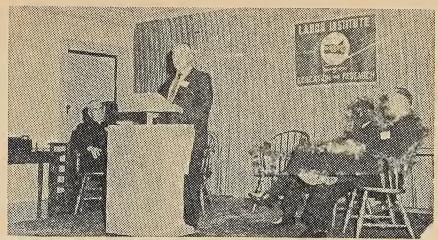
lege; Harlan E. Raimo, Associate Campaign Director of the United Fund of Greater Boston; Arthur J. Hartin, President of the Greater Boston Labor Council; Lawrence C. Sullivan, Executive Secretary Treasurer of the Greater Boston Labor Council; Edward T. Sullivan, Secretary-Treasurer of the South Middlessex Labor Council; and Joseph D. McLaughlin and Berry Aronson, AFL-CIO Labor Representatives of the Greater Boston United Fund. President J. William Belanger was on business in New York at the time.

At the Lynn graduation, Henry A. Devaney was Chairman and Toastmaster. The main speaker was Robert A. Farrell, Manager of Employee Community Relations at General Electric. Frank E. Prioli is Labor Representative on the Lynn Fund.

When National AFL-CIO COPE Director James McDevitt passed away, the State Labor Council assigned its COPE Director Joseph Cass to attend the funeral.

When the important question of Constitutional Amendments was taken up by the General Court, the State Labor Council took the following position: Voted to support (a) proposed amendment for interim government in the event of an attack; (b) authorization for Governor or Executive Council to ask Supreme Court for advisory opinion; (3) that all appointive terms in State be co-terminus with that of Governor; (d) that Governor and Lieutenant Governor run as a team; (e) that Governor be permitted to re-organize Executive Department, subject to approval by the Legislature; (f) that periodic re-codification of General Laws be permitted; and (g) four-year term for Constitutional Officers. It would also support in part some of the "Home Rule" proposals. At the same time, the Council voted opposition to (a) the six-month Legislative session; (b) biennal considering of Governor's budget; (c) that assessors be permitted to classify real estate according to use; and (d) abolition of Executive Council.

Labor fought hard to get Senate No. 315 enacted. This measure would have provided unemployment compensation benefits for workers engaged in labor disputes prolonged by employers who refuse to arbitrate and to workers idled by lockouts. The measure was enacted by the Senate but was killed in the House on May 7 by a lop-sided 144 to 88 vote.



PRESIDENT J. WILLIAM BELANGER delivered keynote address at Fifth Annual Institute of Labor held in June at the University of Massachusetts. The Institute was sponsored by the Department of Education and Research of the Massachusetts State Labor Council. Chairing the first session was James B. Lavin, President of the Worcester Labor Council. The opening prayer was by Rev. Mortimer Gavin, S. J. (seated, left) Director of the Catholic Labor Guild. Others seated are Arthur A. Chaplin, Special Assistant to the Secretary of the U.S. Department of Labor, who also spoke that night; and Francis E. Lavigne, Director of the Department of Education and Research.



ON THE EVENING OF AUGUST 27, a group of people who believe that Constitutional rights belong to every American gathered at the Trailways Bus Terminal in Boston to board a bus sponsored by the Region 9A District office of UAW, which is under the direction of Al Olerio, a vice president of the Massachusetts State Labor Council. Shortly after the picture was taken the bus joined the Boston Caravan which participated in the now famous March on Washington. Olerio was already in Washington at the time the picture was taken. Preparation that night were handled by Sid Monti and Ted Barrett, both International Representatives of UAW.



MARTIN BICKMAN of Boston Latin is shown here receiving scholarship award of \$100 given by the Greater Boston Labor Council each year in conjunction with the State Labor Council's Scholarship Program. Presenting the award is Arthur Hartin, President of the Greater Boston Council. Also in the picture are Mayor John Collins of Boston and Valentine Murphy, vice president of the Boston Labor Council. The occasion was the Labor Day Breakfast at the Sheraton-Plaza.



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The Fifth Annual Labor Institute, arranged by the Department of Education and Research under the direction of Director Francis E. Lavigne, opened at the University of Massachusetts on June 14 to run for three days. The theme of the Institute was "Labor's Unfinished Business." In his keynote address to the Institute, President J. William Belanger said: "Gains won at the collective bargaining table can easily be scuttled by bad legislation — so that labor's business in the legislative halls can never be finished."

On August 27 the Advisory Board of the Harvard Trade Union Fellowship Program send in the names of the three who were selected out of nineteen contestants. The winner of the Robert J. Watt Fellowship was Vice President Helen T. O'Donnell of the State Labor Council. She is also President and Associate Business Agent of Local 711 of the Retail Clerks International Association. She established a precedent in being chosen as she is the first woman ever selected for this study course since the program was first initiated.

The Massachusetts State Labor Council, AFL-CIO Memorial Fellowship went to Matthew F. Ryan, Secretary of the Executive Board and Business Representative of Division 589 of the Street Carmen's Union of Boston. The third Fellowship, provided by the Harvard Trade Union Alumni, was awarded to John J. Flynn, Executive Vice President of Local 422 of the United Auto Workers in Framingham.

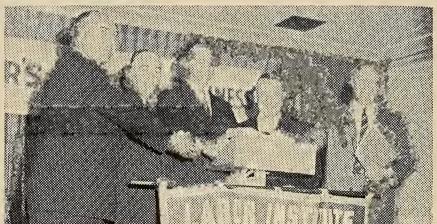
The massive parade that preceded the Labor Day breakfast sponsored by the Greater Boston Central Labor Council was a memorable event which saw contingents from the major unions of Greater Boston marching to the pulsating rhythm of the music of eight bands. The main speaker at the Breakfast was Joseph Keenan, Secretary-Treasurer of IBEW, who gave an inspiring talk of the long uphill climb of the labor movement to its present position of recognition and prestige. Governor Peabody and Boston Mayor Collins and Mass. AFL-CIO President Belanger also addressed the participants. The gala affair was a credit to Arthur Hartin, Lawrence Sullivan and Valentine Murphy, officers of the Boston Labor Council who were responsible for the huge success.



PICTURE IN GOVERNOR'S OFFICE on the occasion of his signing the National Safety Week Proclamation for Massachusetts. Labor has always been in the forefront in the drive for safety in the shops, in the homes and on the highways—as attested by the witnesses to the signing of this document, who are (from left to right) John A. Callahan, Executive Vice President of the Massachusetts State Labor Council and Massachusetts Commissioner of Labor and Industries; Helen Tafe O'Donnell, Vice President on the Council and Chairman of the Committee on Community Services; J. William Belanger, President of the Council; James P. Loughlin, Secretary-Treasurer; and Salvatore Camelio, Executive Vice President.



SECRETAR-TREASURER JAMES P. LOUGHLIN is presented a Certificate of Merit for his support of the cause of young Americans who were injured in the service of their country. Presenting the award is George A. Wells, Past Department Commander, for the Executive Committee of the Disabled American Veterans.



GOVERNOR ENDICOTT PEABODY, who addressed the final session of the Labor Institute, is shown here receiving a complimentary copy of the book on Automation Funds and Displaced Workers written by Prof. Thomas Kennedy, teacher of business administration at the Harvard Business School. In the picture (left to right) are Director of Education and Research Francis E. Lavigne; John A. Callahan, Executive Vice President of the Massachusetts State Labor Council and Massachusetts Commissioner of Labor and Industries; Governor Peabody; James P. Loughlin, Secretary-Treasurer of the State Labor Council. and Professor Kennedy.

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Preparations got under way early for the Sixth Annual Convention of the Massachusetts State Labor Council, which opened on October 15 at the Municipal Auditorium in Springfield to run through October 18. A three-way contest for the Presidency had developed shortly before the Convention. Incumbent President J. William Belanger was re-elected over his two opponents, Executive Vice President Salvatore Camelio and South Middlesex Council Secretary-Treasurer Edward Sullivan. Secretary-Treasurer James P. Loughlin also found himself opposed by Vice President Lawrence Thomson but won re-election.

Executive Vice President John A. Callahan, who is also Massachusetts Commissioner of Labor and Industries, was re-elected without opposition. Richard B. O'Keefe, a Vice President and head of the Leather Workers International Union, was elected without opposition to the second Executive Vice Presidency left vacant by Salvatore Camelio.

All Vice President bidding for re-election were successful. Elected to fill vacated seats were David P. McSweeney of the IAM S. A. Percoco of the Federal Union of Rubber Workers, Harvey Friedman of ACWA and Thomas Binnall of Furniture.





WHEN GOVERNOR ENDICOTT PEABODY on May 27 signed into law a bill increasing the maximum in Unemployment Compensation from \$40 to \$45, the occasion marked another boost for the economy of Massachusetts achieved through the legislative efforts of organized labor. Witnessing the signing of this important bill are (left to right) President J. William Belanger of the Massachusetts State Labor Council; Rep. Martin Walsh, Chairman of the Committee on Labor and Industries; Rep. Frank Lemos of New Bedford, where the rate of unemployment is high and James A. Broyer, Legislative Director for the Massachusetts State Labor Council.



ON OCTOBER 31ST Governor Endicott Peabody signed the measure granting a pay raise for all State employees, a measure which had been urged and supported by the Massachusetts State Labor Council. Shown here witnessing the signing are Senate President John E. Powers; Mass. AFL-CIO President J. William Belanger; Senate Majority Leader Maurice Donohue; and Mass. AFL-CIO Legislative Director James A. Broyer.

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THE CHALLENGE WE FACE

by CHARLES S. ZIMMERMAN Vice-President, ILGWU—AFL-CIO



There is a new urgency in labor's situation, created by numerous complex factors, and labor is reacting to it.

This situation has, in recent months, been subjected to the usual journalistic exaggerations. We have been told, for example, that our unions are "obsolete" or, more mildly, "obsolescent," that our problems are beyond solution or, less generously, that we lack the leadership to solve them.

Much of this criticism suggests the view-point of an oarsman in a small boat in heavy seas. It shows us only the crest of a wave towering above us or the wave's trough into which, we are assured, we are about to plunge. It is a calamity-tinged viewpoint but, fortunately, one not warranted by the facts.

Any realistic view of labor today would show that we occupy a position of great strength and influence, and that these resources are being used to advance the welfare not only of labor but of the entire national community. It has been said that the times call for more daring and imagination than we have shown. Such matters are always debatable. It should not be overlooked that influence imposes responsibility and, with it, a certain caution.

Much of the current criticism of labor comes from people who identify themselves as liberals. This is odd, ever incomprehensible, in view of the fact that the chief support for nearly every liberal cause in America—from Medicare to civil rights—comes from the labor movement.

Let us consider the issue of civil rights. We, in the labor movement, accept this as one of the great challenges of our time—not because it is our special problem but because of our long commitment to the fight against discrimination and bigotry of all kinds. The fact that a few unions do not share this commitment and have, in fact, been discriminating against Negroes and members of other ethnic groups, in violation of AFL-CIO policy, has been used in an effort, not wholly innocent of ulterior purposes, to discredit the entire labor movement. The number of Negroes in AFL-CIO unions is now estimated at 1,500,000. This

does not suggest a policy of systematic exclusion. Some two dozen states now have fair employment practice laws, largely as a result of pressure by labor unions, and the AFL-CIO has been leading the fight to have a national fair employment practice law added to President Kennedy's civil rights program. Unions have provided major support for measures to end discrimination in housing, education and public facilities. This does not mean that labor has done "enough." No one has. But it can be stated unequivocally that no comparable segment of the national community has done as much as labor has in this area. Our absorbing concern is with people and their welfare, regardless of race, religion or national origin, and we are determined to see equal rights, equal opportunity and equal justice for all.

The fact remains that civil rights, or more accurately, equal opportunity for all, is one of labor's more urgent problems. In part, this is because we choose to make it so. Our movement cannot ignore the moral precepts in which it is based. There are other compelling considerations. Labor and the Negro community have common interests. Most Negroes are workers whose main hope for improving their lives lies in the trade unions, and the unions, in turn, need and want the support of these workers. This is why we have long sought a sound and cooperative relationship with those organizations which represent Negroes as Negroes.

We must do more than break down barriers where they exist. The future of the Negro, as that of millions of white workers, will be influenced greatly by what happens in our national economy. Our economy is not now creating a sufficient number of new jobs to absorb the millions, Negro and white, who are chronically unemployed or the millions of new workers who each year enter the labor market. The barriers of discrimination must come down. But labor is also concerned that there be something worthwhile on the other side of the barriers specifically, an adequate number of job opportunities for all in an expanding economy. That is why labor is pressing very hard, and will continue to press, for tax cuts and other legislation that will help to produce economic growth.

The Challenge We Face (Continued)

Such economic growth will help in meeting another problem of urgent concern to labor. This is automation — the steady and largescale displacement of workers by advanced machinery and production - control techniques. The problem is generally presented to the public in terms of union resistance to improved efficiency. But this is inaccurate and unjust. Automation and its result in large-scale disemployment are by no means a surprise development. They were clearly and accurately forecast at least 30 years ago. Yet our country has done nothing to prepare for it, and the partial solution offered by labor — a shorter work-week — has been widely condemned as short-sighted. What then is the long-sighted view? No one has come forward with it.

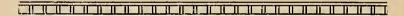
Yes, in some instances, labor does try to delay and slow down the displacement of workers by machines. It wants time and opportunity for workers to adjust to the radically changing situation so that their lives, and those of their families, will not be disrupted and destroyed. Is this so dreadful? Let anyone who thinks so contemplate the alternative in some of our depressed areas where, as a result of automation, tens of thousands of workers are now unemployed with no real prospect of employment. Our trade union movement cannot by itself significantly help these workers. It is a problem that can be met only through a national effort. We are advised to accept unemployment now in the interests of some future prosperity, and there is pious talk of retraining programs and of relocating workers in areas where there are new employment opportunities. But, as someone said a while ago, "How do you retrain a 50-year-old longshoreman?" As an IBM operator? Who will employ him? Or take the case of the highly skilled tool and die maker in Detroit who is being displaced by automation. How much good does it do to tell him that there is a need for butchers in New York? Pious answers, in social work phrases, are really not adequate, and no one with any genuine concern for people can accept them.

In my view, unions are profoundly right in resisting the displacement of workers where the only alternative to jobs is the unemployment and welfare lists. This is not to say that we want to perpetuate a situation in which workers are retained for non-existent jobs. We are not in favor of what has come to be known as "feather-bedding." What we do want, and are aggressively advocating, is a shorter work-week and, even

more important, the kind of legislation that will produce full employment in an expanding economy.

A great deal can be achieved along these lines by national programs to meet a critical need for more homes, more hospitals and more schools. Much is said on these matters but pitifully little is being done. The obstacle is not a lack of daring and imagination but a lack of national will to grapple with our problems. The great need, as we see it, is for a more informed public opinion and for a people sufficiently aroused to prod our state and national governments in the direction we must go if our problems are to be met. Though these are national problems, labor is affected most directly, and it, must act more militantly and more decisively. Perhaps we need dramatic demonstrations to back up our petitions, resolutions and general lobbying activity in Washington. Certainly, more must be done to focus national attention on the situation. The civil rights movement provides an example of what can be accomplished along these lines, and in this sense as well as others, all Americans are indebted to it. But the job before us is vastly greater. If we are to rid our country of poverty and unemployment, if we are to fulfill the promise of America as a land of opportunity, then all of America must unite in a March for Progress.

In this march, labor's banners are already unfurled.





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